



Settlement Highlights

Two year agreement covering 2008-09 and 2009-10

General Provisions:

- ↳ No change in health benefit levels or premium payments for the duration of the contract.
- ↳ Most terms of the contract, with the exception of those attachments contained in this packet or modifications required by the PERC Scope of Negotiations decision, remain the same.
- ↳ No increase in the number of steps on any salary guide.
- ↳ All staff members move two years closer to maximum. There is basically a two year jump in salaries as a result.
- ↳ All staff who were employed in the District during 2007-08 will receive retroactive payments. Retirees will receive a pension adjustment for their retroactive increase.

Salary Provisions

Year One (2008-2009):

- ↳ All Staff members will receive the increment that would have been paid in the 2008-09 school year.
- ↳ Staff members at the maximum step of their salary guide on 2007-08 will receive a salary increase of 2.3%.
- ↳ All staff members who were to go through the "bubble steps" in 2008-09 will receive the full payment.
- ↳ All staff members move to the next step of the guide for 2008-09.

Year Two (2009-2010):

- Total salary account for the 2008-09 year increased by 4%.
- Attached salary guides developed based upon that increase.

NOTE: Because this is a two-year contract, P.E.A. has been advised that the provisions of the "Neptune Township Decision" do not apply. Therefore, should the 2010-11 contract not be resolved by September, 2011, increments, longevity, etc. will be paid effective September 15, 2011.

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Table of Contents

Contractual Changes

Recognition Clause	Page 1
Article 5:3-1 Use of School Facilities and Equipment	Page 2
Article 6:1-4 Delayed Openings	Page 3
Article 7:3-6.2-2 School Secretary Vacation Schedules	Page 4
Article 12:4-1 Salaries	Page 5
Article 13:3 Request for Transfers	Page 6
Article 13:7-2.5 Employee Assignment, Promotion and Reassignment	Page 7

Salary Guides

Pages 9 - 19

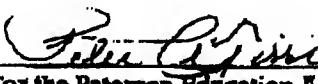
Security Officers & Non-Certified Dental Assistants	1 Page
Instructional Assistants	3 Pages
Aides 1 & 2	
Aides 3 & 4	
Aides 5	
School Community Program Coordinators	1 Page
Secretarial Staff	4 Pages
Administrative and School Secretaries	
Data Entry Operator and High School Registrar	
Specialist and Senior Specialist	
Executive Secretary	
Teachers	1 Page
High School Teacher Assistants to the Principal	1 Page

**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

Subject: Use of School Facilities and Equipment

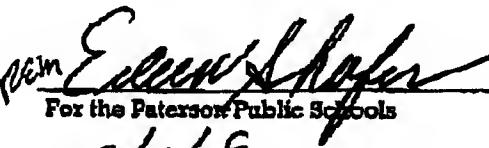
The parties agree to modify Article 8:3-1 to read "... typewriters, duplicating equipment, calculating machines, computers, and all types of audiovisual and electronic equipment ...".

Agreed by:



For the Paterson Education Association

Date 2/23/09



For the Paterson Public Schools

Date 2/23/09

Page 1 of 1

TENTATIVE AGREEMENT NO. _____
to the Contract Agreement between the
PATERSON STATE-OPERATED SCHOOL DISTRICT
and the
PATERSON EDUCATION ASSOCIATION

ARTICLE 6 – EMPLOYEE WORK YEAR

6:1-4 shall be added and shall read as follows:

6:1-4 Delayed Openings

The parties agree that on occasion, for the safety of students and staff as well as for enhanced educational considerations, conditions exist which require the State District Superintendent of Schools to announce a delayed opening of district facilities.

6:1-4.1

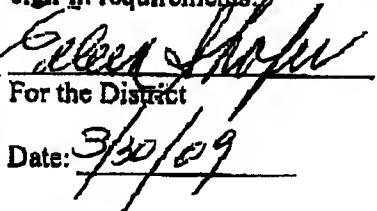
When schools open under the condition of a delayed opening, the district will continue to provide appropriate instruction using modified scheduling techniques and all schools will conform to state regulations regarding attendance.

6:1-4.2

On a day where a delayed opening has been implemented, all periods, including lunch and preparation periods, shall be reduced and shall be of equal length. The length of homeroom shall be determined by the building administrator.

6:1-4.3

While the requirements of Article 7 and its subsections shall remain in force, Principals will have the authority to consider individual circumstances under the emergent conditions which exist with respect to sign-in requirements.


For the District

Date: 3/30/09


For the Association

Date: 3/30/09

**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

Subject: Vacation Schedules

**The parties agree to modify Article 7:3-6.2-2 by deleting "registrar" and replace with
"building administrator".**

Agreed by:



For the Paterson Education Association

Date 2/23/09



For the Paterson Public Schools

Date 2/23/09

Page 1 of 1

TENTATIVE AGREEMENT NO. _____

to the Contract Agreement between the
PATERSON STATE-OPERATED SCHOOL DISTRICT
and the
PATERSON EDUCATION ASSOCIATION

ARTICLE 12 - SALARIES

12:4-1 shall be amended to read as follows:

Whenever a teacher shall have acquired an advanced degree or equivalency from a certified college or university, approved by the State Department of Education, by reason of taking such accredited courses in a field approved by the State District Superintendent of Schools, as will make a direct contribution toward increased efficiency in his/her particular field in the schools, such teacher, upon the recommendation of the State District Superintendent of Schools, and the approval of the Board, shall receive an immediate increase in accordance with Schedule A of this Agreement. Advanced placement on the salary guide shall not be granted for any advanced degrees and equivalency for podiatric or chiropractic and related coursework and degrees and related coursework, unless directly related to a staff member's teaching assignment (as determined by the Director of Personnel at the time of hire).

John J. Kelly
John J. Kelly
For the District

Date: 2/23/09

Peter A. Pincus
Peter A. Pincus
For the Association

Date: 2/23/09

✓ The Decision by the Director of Personnel
will be subject to the grievance procedure.

Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools

Subject: Employee Requests for Transfers or Reassignments

The parties agree that Article 13:3 shall be modified by deleting "...April 1 ..." and replacing it with "... May 1 ...".

Agreed by:


For the Paterson Education Association
3/23/09
Date


For the Paterson Public Schools
3/23/09
Date

Page 1 of 1

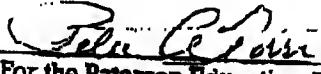
**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

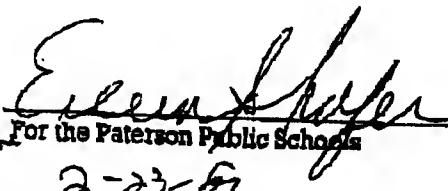
Subject: Employee Assignment, Promotion and Reassignment

The parties agree to delete Article 13:7-2.5 and replace it as follows:

"In the case of existing positions, said posting shall occur ten (10) calendar days prior to the date upon which the vacancy will occur. The District shall also email to all staff members an indication that the posting announcement that can be viewed on the District's website. This email will be sent to the staff the day that the notice is mailed to the individual buildings.

Agreed by:


For the Paterson Education Association
3/23/09
Date


For the Paterson Public Schools
2-23-09
Date

Page 1 of 1

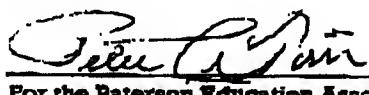
**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

Subject: Recognition Clause:

**The parties agree to change all references to Board employed Security
Guards and Security Officers to "District Security Officers".**

**The parties further agree to add the "Analysts" position and the "Athletic
Trainers" position to Recognition Clause.**

Agreed by:



For the Paterson Education Association
3/23/09

Date



For the Paterson Public Schools
2-25-09

Date

Page 1 of 1

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2008-2010

Salary Guides

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Security Officers		Non Certified Dental Assistants									
		2007-08		2008-09		2009-10		2010-11		2011-12	
Base Year Salary Guide		Base Year Salary Guide									
Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
1	32,779	33,078	33,378	33,678	33,978	34,278	34,578	34,878	35,178	35,478	35,778
2	33,078	33,378	33,678	33,978	34,278	34,578	34,878	35,178	35,478	35,778	36,078
3	33,378	33,678	33,978	34,278	34,578	34,878	35,178	35,478	35,778	36,078	36,378
4	33,678	33,978	34,278	34,578	34,878	35,178	35,478	35,778	36,078	36,378	36,678
5	33,978	34,278	34,578	34,878	35,178	35,478	35,778	36,078	36,378	36,678	36,978
6	34,278	34,578	34,878	35,178	35,478	35,778	36,078	36,378	36,678	36,978	37,278
7	34,578	34,878	35,178	35,478	35,778	36,078	36,378	36,678	36,978	37,278	37,578
8	34,878	35,178	35,478	35,778	36,078	36,378	36,678	36,978	37,278	37,578	37,878
9	35,178	35,478	35,778	36,078	36,378	36,678	36,978	37,278	37,578	37,878	38,178
10	35,478	35,778	36,078	36,378	36,678	36,978	37,278	37,578	37,878	38,178	38,478
11	35,778	36,078	36,378	36,678	36,978	37,278	37,578	37,878	38,178	38,478	38,778
12	36,078	36,378	36,678	36,978	37,278	37,578	37,878	38,178	38,478	38,778	39,078
13	36,378	36,678	36,978	37,278	37,578	37,878	38,178	38,478	38,778	39,078	39,378
14	36,678	36,978	37,278	37,578	37,878	38,178	38,478	38,778	39,078	39,378	39,678

Longevity Steps remain the same as 2007-08

Longevity steps remain the same as in 2007-08

Proposed Security Officer
 Non-Certified Dental Assistant
 Salary Guides

PATERSON EDUCATION ASSOCIATION

Instructional Assistants

Longevity Steps remain in the same as 2007-08

Instructional Assistants

I.I. A. 2 (30-59 Credit)		2007-08		2008-09		Base Year Salary Guide		2009-10	
Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
1	24,718	1	24,718	2	25,078	2	25,078	3	23,219
2	25,078	2	25,078	3	25,318	3	25,318	4	23,621
3	25,318	4	25,318	5	25,616	4	25,616	5	23,824
4	25,616	5	25,616	6	25,916	5	25,916	6	24,128
5	25,916	6	25,916	7	28,584	6	28,584	7	24,428
6	28,584	7	28,584	8	27,451	7	27,451	8	25,088
7	27,451	8	27,451	9	28,319	8	28,319	9	25,088
8	28,319	9	28,319	10	29,186	9	29,186	10	25,621
9	29,186	10	29,186	11	36,100	10	36,100	11	26,844
10	36,100	11	36,100	12	37,276	11	37,276	12	27,716
11	37,276	12	37,276	13	38,157	12	38,157	13	28,599
12	38,157	13	38,157	14	40,244	13	40,244	14	30,641
13	40,244	14	40,244	15	40,553	14	40,553	15	31,317
14	40,553	15	40,553	16	41,317	15	41,317	16	31,317

Constituency Steps remain the same as 2007-08

Instructional Assistants

LA. 3 (50-51 Credits)	2007-08	2008 Year Sixty Credits

Instructional Assistants

Longevity Steps remain the same as 2007-08

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Proposed International Accounting Standards Codifier

PATERSON EDUCATION ASSOCIATION

School/Community Program Coordinator			School/Community Program Coordinator			
(10 Month Employees)			(12 Month Employees)			
2007-08		2008-09	2008-09		2008-09	
Base Year Salary Guideline	Step	Step	Base Year Salary Guideline	Step	Step	
	1	31,029				
30,884	↑	31,512				
31,386	↑	31,993	1	32,878	↑	
1	31,845	↑	32,255	2	34,505	↑
2	31,846	↑	33,102	5	35,033	↑
3	33,102	↑	34,216	6	36,416	↑
4	34,216	↑	35,394	7	37,841	↑
5	35,394	↑	36,574	8	38,938	↑
6	36,574	↑	37,757	9	40,238	↑
7	37,757	↑	38,932	10	41,537	↑
8	38,932	↑	40,115	11	42,829	↑
9	40,115	↑	41,299	12	44,131	↑
10	41,288	↑	42,470	13	45,423	↑
11	42,470	↑	43,652	14	46,722	↑
12	43,652	↑	44,828	15	48,022	↑
13	44,828	↑	51,445	16	49,316	↑
14	51,445	↑	61,471	16	50,595	↑
15	60,089	↑	61,471	16	67,624	↑
16	60,089	↑	62,737	16	67,624	↑
16	Longevity steps remain the same as in 2007-08					

Administrative Secretaries		School of Secretaries									
2007-08		2008-09		2009-10		2007-08		2008-09		2009-10	
BASE YEAR						BASE YEAR					
Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
3	3	XXXXX	⇒	4	XXXXX			3	XXXXX	⇒	4
3	XXXXX	⇒	4	XXXXX	⇒	5	27,489	3	XXXXX	⇒	5
4	XXXXX	⇒	5	27,336	⇒	6	27,770	4	XXXXX	⇒	6
5	27,336	⇒	6	27,636	⇒	7	28,071	5	28,523	⇒	7
6	27,636	⇒	7	27,935	⇒	8	28,317	6	28,623	⇒	8
7	27,935	⇒	8	28,181	⇒	9	28,250	7	27,123	⇒	9
8	28,181	⇒	9	28,111	⇒	10	30,189	8	27,380	⇒	10
9	28,111	⇒	10	30,041	⇒	11	31,115	9	28,253	⇒	11
10	30,041	⇒	11	30,970	⇒	12	32,046	10	29,168	⇒	12
11	30,970	⇒	12	31,889	⇒	13	32,786	11	30,058	⇒	13
12	31,889	⇒	13	32,645	⇒	14	42,444	12	30,970	⇒	14
13	32,645	⇒	14	42,259	⇒	15	48,886	13	31,684	⇒	15
14	42,259	⇒	15	47,881	⇒	16	48,886	14	41,028	⇒	16
15	48,881	⇒	16	47,891	⇒	17	49,886	15	45,553	⇒	17

Longevity Steps remain as in current Agreement

Longevity Steps remain as in current Agreement

Data Entry Operator	High School Registrar				
	2007-08	2008-09	2009-10	2010-11	2011-12
BASE YEAR	Step	Step	Step	Step	Step
	1	27,075			1
Step	1	28,944	27,378	Step	29,859
1	28,944	2	27,244	3	28,516
2	27,244	3	27,544	4	27,978
3	27,544	4	27,844	5	28,280
4	27,844	5	28,144	6	28,581
5	28,144	6	28,444	7	28,882
6	28,444	7	28,744	8	29,288
7	28,744	8	29,747	9	30,898
8	29,747	9	30,761	10	31,802
9	30,751	10	31,754	11	32,813
10	31,754	11	32,781	12	33,815
11	32,761	12	33,760	13	34,822
12	33,760	13	34,484	14	31,030
13	34,484	14	49,963	14	51,030
14	48,888	14	48,983	14	51,030
Longevity Steps remain as in current Agreement					15
Longevity Steps remain as in current Agreement					15
Longevity Steps remain as in current Agreement					15
Longevity Steps remain as in current Agreement					15
Longevity Steps remain as in current Agreement					15

Specialist	Senior Specialist									
	2007-08	2008-09	2009-10	2007-08	2008-09	2009-10	2007-08	2008-09	2009-10	Step
Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Step	1	28,895	2	29,334	Step	Step	1	32,892	2	33,345
1	28,895	2	29,195	3	29,535	1	32,892	2	33,192	3
2	29,195	3	29,495	4	29,895	2	33,192	3	33,492	4
3	29,495	4	29,795	5	30,237	3	33,492	4	33,792	5
4	29,795	5	30,095	6	30,538	4	33,792	5	34,092	6
5	30,095	6	30,395	7	30,839	5	34,092	6	34,392	7
6	30,395	7	30,695	8	31,779	6	34,392	7	34,692	8
7	30,695	8	31,661	9	32,758	7	34,692	8	35,741	9
8	31,661	9	32,807	10	33,717	8	35,741	9	35,790	10
9	32,807	10	33,563	11	34,677	9	35,790	10	37,837	11
10	33,563	11	34,619	12	35,534	10	37,837	11	38,886	12
11	34,519	12	35,473	13	36,594	11	38,886	12	39,832	13
12	35,473	13	36,429	14	38,008	12	39,832	13	40,408	14
13	36,429	14	38,035	15	52,301	13	40,408	14	48,813	15
14	38,035	15	51,239	16	52,301	14	48,813	15	55,281	16
15	50,067	15	51,239	16	52,301	15	54,028	16	55,281	15
										56,423

Longevity Steps remain as in current Agreement

Longevity Steps remain as in current Agreement

Executive Secretary/ Employee Benefits Specialist		2007-08		2008-09		2009-10	
BASE YEAR		Step		Step		Step	
Step	Step	1	42,549	1	42,549	1	42,549
1	42,549	2	42,846	2	42,832	2	42,832
2	42,846	3	42,946	3	43,139	3	43,139
3	42,946	4	43,240	4	43,434	4	43,434
4	43,240	5	43,546	5	43,736	5	43,736
5	43,546	6	43,846	6	44,038	6	44,038
6	43,846	7	44,148	7	44,338	7	44,338
7	44,148	8	44,507	8	47,448	8	47,448
8	44,507	9	47,247	9	47,954	9	47,954
9	47,247	10	47,750	10	50,668	10	50,668
10	47,750	11	50,343	11	51,920	11	51,920
11	50,343	12	51,702	12	52,752	12	52,752
12	51,702	13	52,531	13	54,078	13	54,078
13	52,531	14	53,818	14	55,754	14	55,754
14	53,818	15	52,272	15	53,754	15	53,754
15	52,272	15	52,272	15	53,754	15	53,754

Longevity Steps remain as in current Agreement

PATERSON EDUCATION ASSOCIATION

Proposed Secretarial Salary Guides

000283

Teacher Salary Guide											
2007-08 Base Year											
2008-09											
2009-10											
Step	BA	BA+30	MA	MA+30	PHD	1	48,082	50,511	52,041	53,572	55,102
1	49,985	49,085	50,985	50,085	52,085	53,985	52	50,811	52,341	53,872	55,402
2	47,165	46,585	51,065	51,585	52,565	54,085	53	49,882	51,111	52,441	54,172
3	47,855	50,055	51,655	52,055	52,655	54,585	54	49,692	52,141	53,672	55,202
4	48,165	50,585	52,085	51,485	51,985	54,085	55	49,985	52,851	54,182	55,712
5	49,985	51,085	52,585	51,585	53,085	54,585	56	50,713	53,182	54,882	56,223
6	49,165	52,085	53,085	52,485	53,485	54,985	57	51,223	53,672	55,202	56,733
7	49,985	52,085	53,585	53,085	54,085	55,585	58	51,733	54,182	55,712	57,243
8	50,165	52,485	54,085	53,585	54,585	56,085	59	50,203	52,851	54,482	56,733
9	50,985	53,085	54,985	53,085	54,085	55,985	60	51,713	54,182	55,712	57,243
10	51,165	53,585	55,085	55,585	56,085	56,585	61	51,223	53,672	55,202	56,733
11	51,985	54,085	55,585	55,085	55,585	56,085	62	50,713	53,182	54,882	56,223
12	53,164	55,584	57,084	56,584	58,084	58,584	63	51,223	53,672	55,202	56,733
13	54,779	57,179	58,879	60,179	61,879	63,779	64	51,713	54,182	55,712	57,243
14	61,379	63,779	65,279	66,779	68,279	70,878	71	51,223	53,672	55,202	56,733
15	70,879	73,279	74,779	78,279	77,779	81,723	83	51,733	54,182	55,712	57,243
16	87,261	89,661	91,161	92,661	94,161	97,268	98	51,227	53,672	55,202	56,733

High School Teacher Assistant to the Principal

BASE YEAR	2007-08										2008-09									
	Step					Step					Step					Step				
	BA	BA+30	BA	BA+30	BA	BA	BA+30	BA	BA	BA	BA	BA+30	BA	BA	BA+30	BA	BA	BA	BA	BA+30
1	60,967	61,957	63,642	64,912	64,947	61,957	62,642	64,912	64,947	62,642	66,328	66,328	66,328	66,328	66,328	66,328	66,328	66,328	66,328	
2	62,854	63,844	65,028	66,108	66,146	64,741	65,741	66,146	66,146	66,146	67,599	67,599	67,599	67,599	67,599	67,599	67,599	67,599	67,599	
3	64,741	64,731	66,416	67,696	67,696	66,146	66,146	66,146	66,146	66,146	67,802	67,802	67,802	67,802	67,802	67,802	67,802	67,802	67,802	
4	66,128	66,118	67,802	69,094	69,094	66,118	66,118	66,118	66,118	66,118	71,209	71,209	71,209	71,209	71,209	71,209	71,209	71,209	71,209	
5	67,902	69,288	71,603	71,603	71,603	71,603	71,603	71,603	71,603	71,603	71,891	71,891	71,891	71,891	71,891	71,891	71,891	71,891	71,891	
6	69,269	70,281	71,908	73,275	73,275	70,487	70,487	70,487	70,487	70,487	71,908	71,908	71,908	71,908	71,908	71,908	71,908	71,908	71,908	
7	70,678	71,657	73,352	74,699	74,699	71,657	71,657	71,657	71,657	71,657	73,352	73,352	73,352	73,352	73,352	73,352	73,352	73,352	73,352	
8	76,190	87,183	95,140	96,615	96,615	87,183	87,183	87,183	87,183	87,183	91,172	91,172	91,172	91,172	91,172	91,172	91,172	91,172	91,172	
9	86,190	87,183	95,140	96,615	96,615	87,183	87,183	87,183	87,183	87,183	91,172	91,172	91,172	91,172	91,172	91,172	91,172	91,172	91,172	
10	86,190	87,183	95,140	96,615	96,615	87,183	87,183	87,183	87,183	87,183	91,172	91,172	91,172	91,172	91,172	91,172	91,172	91,172	91,172	
11	86,190	87,183	95,140	96,615	96,615	87,183	87,183	87,183	87,183	87,183	91,172	91,172	91,172	91,172	91,172	91,172	91,172	91,172	91,172	

Longevity Steps remain the same as in 2007-08